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September 28th, 2020

Louisiana State Board of Ethics
617 North Third Street
P.O. Box 4368
Baton Rouge, LA 70821

**RE: La. R.S. 42:1112 Disqualification Plan
Town of Arcadia / Billy Abney / Jeremy Abney**

Dear Board of Ethics:

I am writing to file a La. R.S. 42:1112 "disqualification plan" and request approval of same for an employee of the Town of Arcadia, Jeremy Abney, and his father, Billy Abney.

Some basic facts:

1. Billy Abney has worked for the Town of Arcadia for many years (20+), and is the current Streets Superintendent (appointed in this term by the mayor, O'Landis Millican);
2. His son, Jeremy Abney, works for the Town of Arcadia, and in July of this year he was hired from part-time to full time and has been hired (by Mayor Millican) to work under Billy in the street's department and also under the water department (with a separate director);

Mayor O'Landis Millican and I have spoken with Billy and Jeremy, and have evaluated the need to ensure that Jeremy is treated fairly, but not provided any advantage by working for his father

or due to his family relationship.

We do find that it is beneficial to hire Jeremy, as Billy is aging and it is ultimately hoped that he can and will be imparting a significant amount of personal knowledge about the water system and streets/sewerage system in the Town to his son (who has also worked with him all of his life).

In order to comply with applicable ethics rules, we propose the following Disqualification Plan:

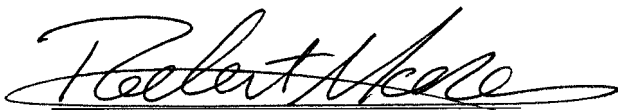
1. Jeremy will report day-to-day to his father, Billy Abney, when acting in the Arcadia Streets Department, however Billy Abney will be disqualified from disciplining, reprimanding, granting time off, adjusting salary or benefits, promotion, demotion or other approvals or authorizations regarding his son, Jeremy Abney;
2. Any discipline, reprimands, or time-off requests will be handled by Mayor O'Landis Millican directly (unrelated); further, all salary adjustments, promotions, demotions or authorizations for use of town equipment will be handled by Mayor O'Landis Millican directly (unrelated);
3. Billy Abney will be required to report to Mayor Millican any issues that he has with his son as an employee;

I would note that the entire Arcadia Public Works department is less than (8) employees, so it's a relatively small, close-knit group of men. It would be highly unusual if Jeremy Abney were treated better than the other employees, and quite frankly, he will probably have a tougher time as an employee working under his father.

With that being said, please consider this plan of disqualification and if same is acceptable, please let us know; likewise, if there are adjustments that you require, please let us know and we will make same.

Thank you in advance for your time and attention to this request.

With Best Personal Regards,

A handwritten signature in black ink, appearing to read "Robert Moore", with a stylized, flowing script.

ROBERT A. MOORE
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